

Department of the Interior
BUREAU: BUREAU OF INDIAN AFFAIRS

* Equal Opportunity Data Required to be Posted by the **NO FEAR ACT**
P.L. 107-174

Reporting Period: FY 1999-2003

Point of Contact:

Date:

Formal Complaints

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
# of complaints filed	60	35	78	61	50
# of individual filers	44	31	63	59	48
# of repeat filers	5	2	3	2	1

of Complaints by Basis of Discrimination

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Race	49	54	42	97	21
Color	0	0	0	0	0
National Origin	291	51	391	56	16
Sex	279	47	436	122	45
Religion	10	1	5	4	0
Disability	24	58	10	19	18
Age	23	44	29	64	45
Reprisal	338	72	436	75	51
Non-EEO	0	0	0	0	0

of Complaints by Issues of Alleged Discrimination

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Appointment/Hire	34	1	1	0	1
Assignment of Duties	120	41	37	51	14
Awards	0	3	6	9	6
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					
Demotion	0	0	2	0	6
Reprimand	4	0	7	0	10
Suspension	0	2	0	11	6
Removal	4	24	0	0	0
Other	0	0	6	6	0
Duty Hours	20	0	0	0	0
Evaluation/Appraisal	16	7	2	21	3
Examination/Test	0	0	5	0	0
Harassment					

a. Non-sexual	438	142	1075	104	70
b. Sexual	1	0	0	52	4
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	12	5	14	5
Promotion/Non-Selection	4	30	48	35	13
Reassignment					
a. Denied	0	0	0	0	0
b. Directed	0	4	2	1	3
Reasonable Accommodation	0	0	0	7	1
Reinstatement	0	0	0	0	0
Retirement	3	0	0	0	0
Termination	0	0	17	21	20
Terms/Condition of Employment	162	12	5	36	6
Time & Attendance	160	19	92	29	19
Training	48	7	1	14	1
Other	0	20	38	26	10

* Based on best available data

Average Processing Time of Pending Complaints -	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
1. All complaints pending during fiscal year										
	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	129	353	102	461	90	375	108	299	93	282
Final Agency Action	27	773	33	961	43	1076	32	904	45	876
2. Complaints in which a hearing is not requested										
Investigation	5	339	3	558	2	401	14	218	10	331
Final Agency Action	13	81	13	154	12	188	24	131	21	322
3. Complaints in which a hearing is requested										
Investigation	0	0	0	0	2	307	1	413	0	0
Final Agency Action	5	43	12	28	14	34	8	26	17	20
# OF COMPLAINTS DISMISSED	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
	#	APT	#	APT	#	APT	#	APT	#	APT
	8	801	3	481	35	691	6	391	9	366

NOTE:

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003

- APT calculated using total processing days

Number of Complaints Filed Prior to Fiscal Year	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Pending Complaints Filed Before Fiscal Year	126	137	120	99	102
Number of Individuals	92	98	85	90	93
Number in Investigations	83	77	61	53	54
Number in FAD	6	10	7	12	8
Complaints Pending in Current Fiscal Year					
Number of Investigations over 180 days	56	49	21	21	25

FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

		with a hearing FY 1999		without hearing FY 1999		with a hearing FY 2000		without hearing FY 2000		with a hearing FY 2001		without hearing FY 2001		with a hearing FY 2002		without hearing FY 2002		with a hearing FY 2003		without hearing FY 2003	
		TOTAL		1				1				2						1			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BASES	Race																				
	Color																				
	National Origin																				
	Sex	1				1				1								1			
	Religion																				
	Disability																				
	Age																				
	Reprisal																				
	Non-EEO									1											
	Appointment/Hire																				
ISSUES	Assignments of Duties									1											
	Awards																				
	Conversion to Full Time																				
	Disciplinary Action																				
	Demotion																				
	Reprimand																				
	Suspension									1											
	Removal					1															
	Duty Hours																				
Evaluation/Appraisal																					

Examination/Test																				
Harassment																				
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